



# Framing our Ambitious Vision

2022 Continuous Improvement Report

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## Note from the President and CEO

The challenges and opportunities facing North American meat producers, packers, and processors today and in the years to come require ambition and investment at greater scale than ever before.

We at the North American Meat Institute firmly believe that we must take on a leadership role in facing these challenges and opportunities, and we equally know that no association, company, or farmer can succeed in this effort alone. In fact, a key component of our commitment to leadership is actually a commitment to fostering common cause and mutually-beneficial action.

We could not be more proud of our members' work to develop and embrace the Protein PACT vision. They have combined forces wholeheartedly to drive continuous improvement that will be transformative, not just for our industry and our colleagues, but also for the communities we call home and the families we strive to nourish every day.

The report that follows marks a momentous milestone in this journey for continuous improvement. With it, we signal that our industry's culture is transparent and data-driven.

Meat Institute members have never before had the opportunity to share the breadth and depth of information reflected here. They do so voluntarily, in the spirit of publicly verifying progress toward common goals and driving industry-wide implementation of best practices.

As the saying goes, we cannot manage what we do not measure. It is an honor to share this first-ever dataset



measuring the practices and commitments of America's leading meat companies across the five focus areas of our comprehensive sustainability framework.

We thank every company that has contributed data and every one of the 500,000+ dedicated people working to nourish American families while keeping our farm economy running. We also thank Protein PACT sponsors, endorsers, and partners for strengthening this effort.

Together, we have the ambition and are making the investments this moment requires. And I know we will deliver.

Julie Anna Potts, President and CEO

# What we will achieve

To verify progress along the way to our vision for 2030, NAMI has committed that:

## By 2025:

- 100% of NAMI members who handle animals will pass third-party animal transport and handling audits and all members will require all suppliers to implement mandatory employee training and follow species-specific standards for animal care.
- Working with the U.S. Department of Agriculture and Feeding America, we will measure and help fill the protein gap to ensure families in need have enough high-quality protein.

## By 2030:

- 100% of NAMI members will have delivered an approved Science Based Target to reduce emissions in line with the Paris Climate Agreement goals.
- We will further reduce workplace injuries by 50% (2019 baseline), on top of the 75% reduction achieved from 1999 to 2019.
- 100% of NAMI members will be reporting on all metrics.



## Protein Pact Bold goals

Bold goals reflect the industry's values and inspire members to continuously improve and increase consumer trust through the Protein PACT.

The bold goals are aspirational, forward-looking, and intended to encompass the entire supply chain.



# Pioneering the first sector-wide dataset and setting transparent baselines

As we committed when the Protein PACT launched in July 2021, companies representing an estimated 90% (by volume) of meat sold in the United States are already participating in data collection in year one.

We believe companies of all sizes have a role to play in achieving progress toward global goals, and we are committed to helping even the smallest members start and measure their continuous improvement journeys.

## Target

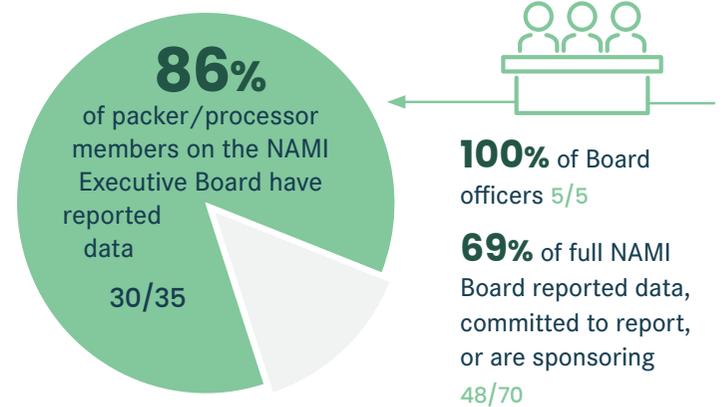
By 2030, 100% of NAMI members will be reporting on all metrics.



## Achievement snapshot:



\*Note that reporting companies were not required to submit data for all metrics, and some metrics only apply to certain companies (e.g., those that handle live animals). The figures reported below specify the data pool for each metric or indicator.



*Number of employees in covered establishments was not recorded. However, given the 100% participation of large member companies, data include establishments employing a very large majority of the total North American workforce packing or processing meat.*



# Optimizing contributions to healthy land, air, and water

Many meat companies and producers are setting targets to reduce emissions, reduce waste, protect natural resources, and more. Their circumstances and approaches vary significantly. The Meat Institute's sustainability framework will drive momentum, fill data gaps, and advance tools needed to improve while continuing to produce the food Americans and families around the world need.

## Target

By 2030, 100% of NAMI members will have an approved Science-Based Target to reduce emissions in line with the Paris Climate Agreement goals.



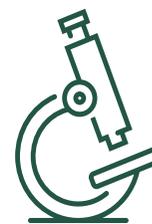
### Achievement snapshot:

11 Meat Institute member companies have set or publicly committed to set a **Science-Based Target**, representing a significant portion of meat sold in the United States.

#### Have set SBT



#### Have publicly committed to set SBT



**81%** of reporting establishments are covered by a company commitment to **reduce GHG emissions**

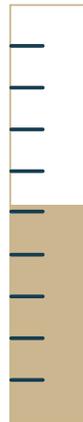
**84%** of reporting establishments are covered by a company commitment to **measure scope 1 and 2 emissions**

**81%** of reporting establishments are covered by a company commitment to **measure scope 3 emissions**



# Optimizing contributions to healthy land, air, and water

## Additional indicators:



**51%** of reporting establishments have a **program to increase energy efficiency** and have an energy use intensity goal



- 51% are tracking progress
- 43% are delivering progress
- 37% publicly report progress



**82%** of reporting establishments are covered by a company commitment to **minimize packaging waste**



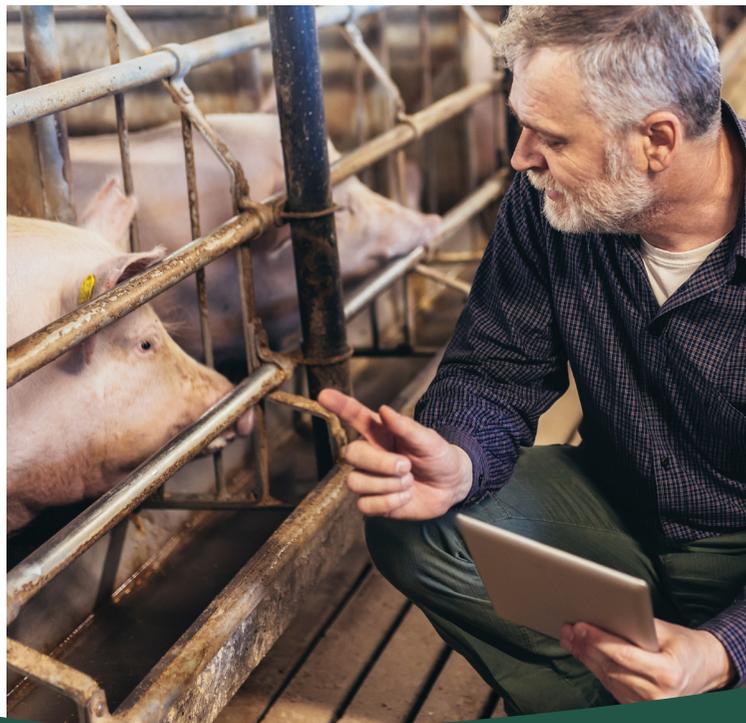
**71%** of reporting establishments are covered by a commitment to **reduce food waste**



**49%** of reporting establishments have a program to **increase renewable energy use**



- 46% are tracking progress
- 32% are delivering progress
- 38% publicly report progress



## Land and water use:



**36%** of reporting establishments have a **land use program** that includes policies to **mitigate impacts on natural resources** (e.g., forests, wetlands, and grasslands) for all facility construction, renovation, and/or expansion.

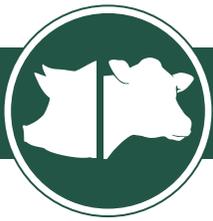
**25%** of reporting establishments have a **land use program** that addresses **land conversion and/or deforestation**



**83%** of reporting establishments have established a **water withdrawal program** with goals by source that is tracking water use intensity and minimizing withdrawal from areas with water stress.

**73%** of reporting establishments have a **watershed-based risk assessment**





# Providing the best animal care and raising healthy animals

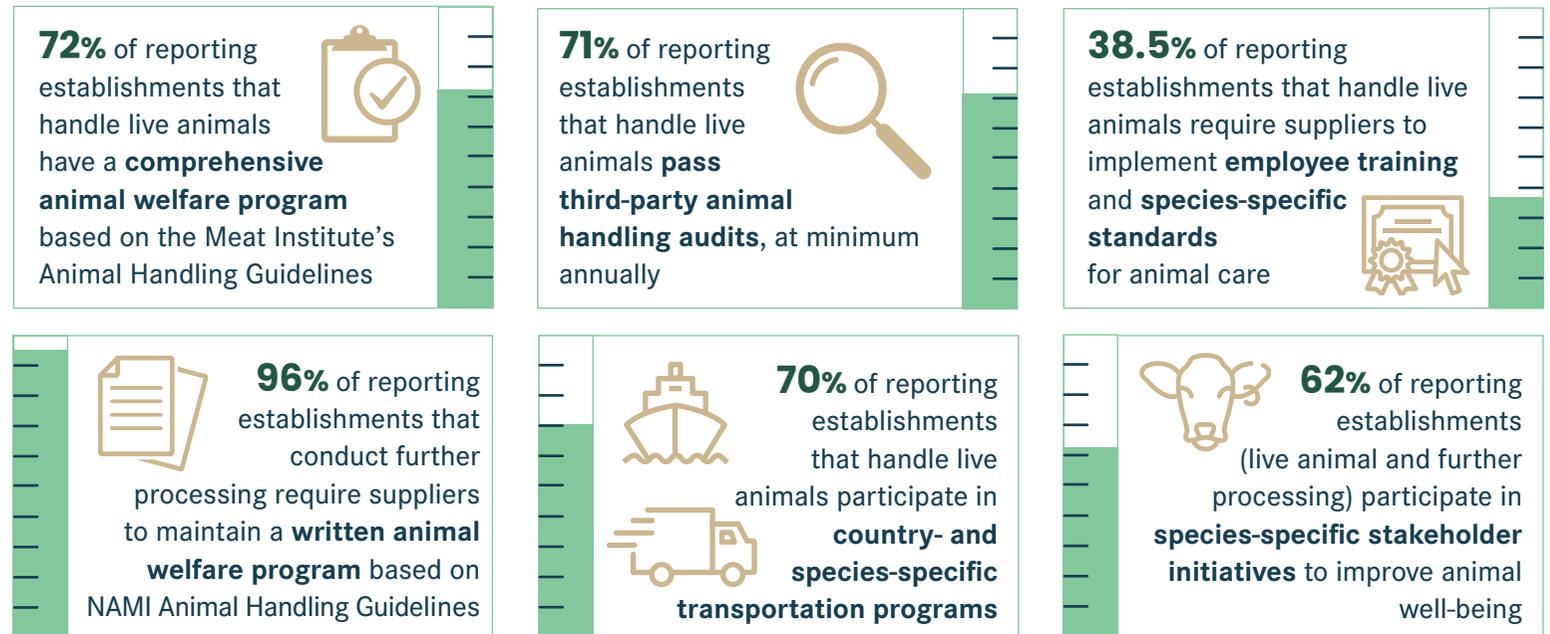
The high-quality, nutrient-dense meat we rely on for healthy diets and sustainable food systems can only come from healthy, well-cared for animals.

## Target

By 2025, 100% of Meat Institute members who handle animals will pass third-party animal transport and handling audits, and 100% of members will require all suppliers to implement mandatory employee training and follow species-specific standards for animal care.



### Achievement snapshot:





# Supporting a diverse workforce and ensuring safe workspaces

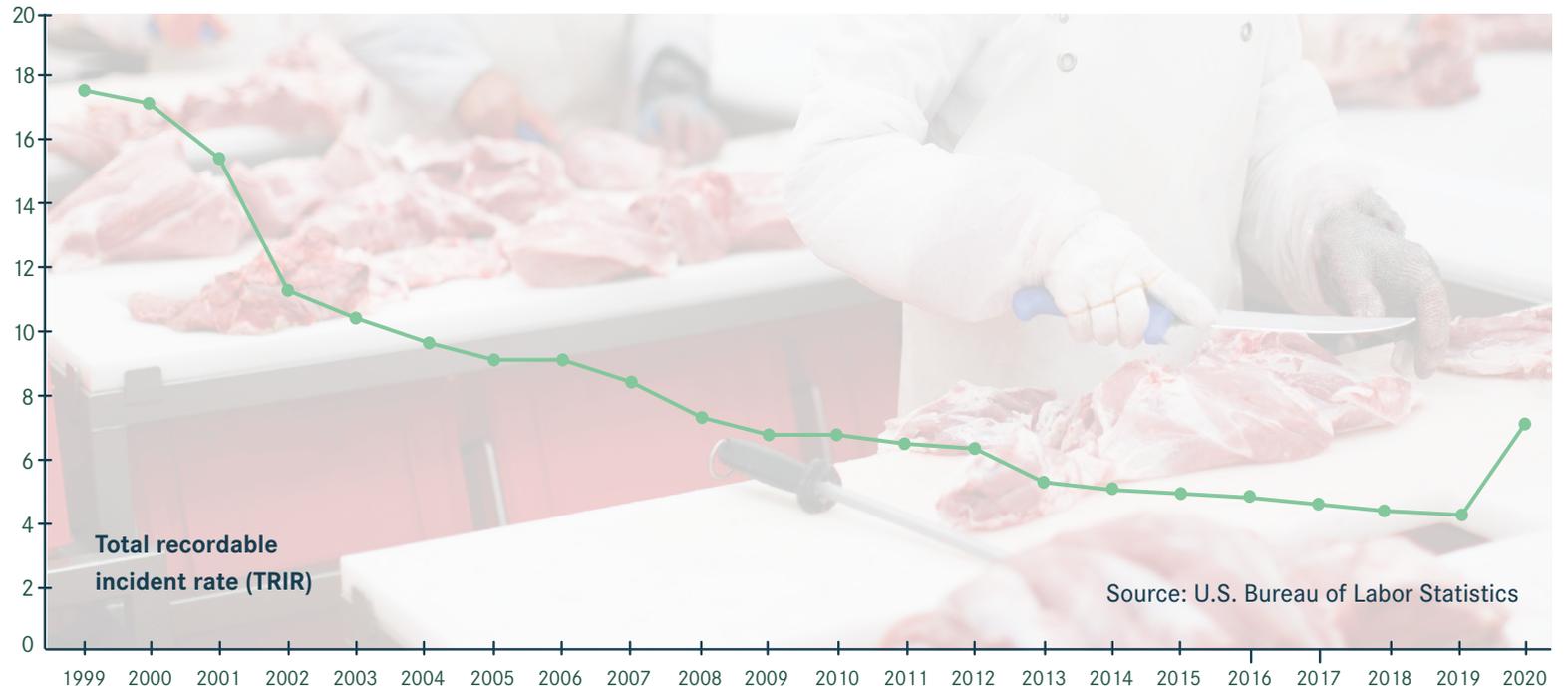
The 500,000+ dedicated people who work in America's meat companies keep nutrient-dense food on our tables and our farm economy running. They are our sector's greatest asset.

## Target

We will further reduce workplace injuries by 50% (2019 baseline), on top of the 75% reduction achieved from 1999 to 2019.

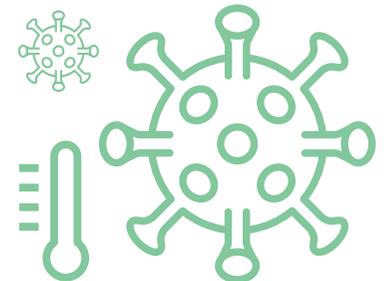


## Achievement snapshot:



## COVID-19 impact on TRIR data

According to the [U.S. Bureau of Labor Statistics](https://www.bls.gov), the number of employer-reported respiratory illness cases in all industries increased nearly 4,000% in 2020, rising from 10,800 in 2019 to 428,700. The Meat Institute assesses that the 2020 change in TRIR is attributable to reported COVID cases, not to an increase in injuries. For information on comprehensive COVID-19 protections in the sector, please visit [www.NAMICovidFacts.com](https://www.NAMICovidFacts.com).





# Supporting a diverse workforce and ensuring safe workspaces

## Supporting indicators

**100%** of reporting establishments have a **written worker safety program** in place

**100%** of reporting establishments have **safety on-boarding** and continuing **safety training**

**99%** of reporting establishments train employees in **hazard recognition** for their specific role

**99%** of reporting establishments have **safety committee** or team that meets regularly

**94%** of reporting establishments **inspect** all departments, lines, and areas **for potential hazards** at least monthly

**85%** of reporting establishments report **near-miss incidents** within 24 hours

**97%** of reporting establishments **analyze injury data** at least annually and use data to set company goals and objectives

**61%** of reporting establishments **conduct safety perception surveys** of employees regularly



## Workplace diversity

**57%** of reporting establishments are covered by a **company mission statement** that addresses diversity, equity, and inclusion



**91%** of reporting establishments are covered by a company commitment to **implement diversity goals in salaried workforce**

- 87% are tracking progress
- 58% are delivering progress
- 26% report progress publicly



**59%** of reporting establishments are covered by a company commitment to **implement diversity goals in hourly workforce**

- 56% are tracking progress
- 45% are delivering progress
- 3% report progress publicly



**41%** of reporting establishments are covered by a company commitment to **implement retention rate goals by demographic** (gender, race, age, tenure, etc.)

- 34% are tracking progress
- 13% are delivering progress
- 5% report progress publicly





# Producing safe food without exception

Food safety is our number one priority, and meat processing and packing are among the most regulated industries in the United States. U.S. Department of Agriculture inspectors are continuously present in meat packing plants and oversee compliance with a wide array of regulatory requirements.

While preventing foodborne illness requires appropriate safety measures at all steps in food's journey from the farm to the family dinner table, we implement the highest standards for food safety measures.

**Food safety is not a target; it is our culture.**

## Achievement snapshot:



**98%** of reporting establishments have a multidisciplinary team that periodically **reviews food safety programs** and takes improvement action in response to available data.



**99%** of reporting establishments are covered by a company commitment to **embed food safety into the company culture** through communications and initiatives.



**99%** of reporting establishments conduct an accredited **third-party food safety audit** annually, at minimum.



**72%** of reporting establishments are covered by a company commitment to establish a **continuous improvement goal** on top of passing a third-party food safety audit.





# Providing a wide variety of high-quality protein for balanced diets

According to the 2022 Power of Meat survey, 98% of American households purchase meat. 74% of Americans consider themselves “meat eaters” and 75% agree meat belongs in a healthy, balanced diet. We are committed to providing a wide range of choices to fulfill consumers’ individual and family needs.

## Target

Working with the U.S. Department of Agriculture and Feeding America, we will measure and help fill the protein gap by 2025 to ensure families in need have enough high-quality protein.



Too many Americans suffer from hunger. According to Feeding America, meat is one of the top three most needed foods for food charities. Yet, meat represents just 1% of food distributed by food charities, in part due to limited capacity to limited infrastructure for cold storage, packing, and distribution.

The resulting “protein gap” worsens hunger and particularly impacts women, children, and older adults who have greater need for the nutrients, vitamins, and minerals

best and sometimes only found naturally in animal-source foods.

Filling the “protein gap” is a top priority for the Meat Institute and its members, who have committed to act on a non-competitive basis to help end hunger in the United States by openly sharing information and advancing industry-wide implementation of best practices, like investing in protein pack rooms and refrigerated transportation.”



### Achievement snapshot:

**78%** of reporting companies **make donations (cash or products)** to food banks

**71%** of reporting companies **make food security-related donations** to other charities

The Meat Institute contributed to the October 2022 **White House Conference on Hunger, Nutrition, and Health**, including by convening a stakeholder listening session and submitting our commitment to the [CDC Foundation](#).

Meat Institute members announced more than **\$9 million in food security donations** in 2022, including:



Cargill announced in August a new \$4.9 million donation to Feeding America, including to build and expand protein pack rooms.



JBS has donated more than \$2 million for improvements in cold storage and distribution, along with contributing to food safety training and safe meal preparation.



Tyson Foods donated \$2.5 million to Feeding America, allocating \$1 million to Equitable Food Access grants, and 2.5 million pounds of protein.

*An annex containing further examples of Meat Institute member efforts to end hunger is available [here](#).*



## Appendix A: Meat Institute packer/processor members reporting data by the end of 2022

- American Foods Group
- Boar's Head Provisions Co., Inc
- Bob Evans Farms, Inc.
- Branding Iron Holdings
- Broadleaf Specialty Meats
- Brown Packing Co., Inc.
- Brush Meat Processors
- Cargill
- Caviness Beef Packers
- Certified Meat Products, Inc.
- Clemens Food Group
- Coast Packing Company
- CS Beef Packers
- CTI Foods
- Dietz & Watson
- Empirical Foods
- Florida Beef, Inc.
- FPL FOOD LLC
- Fresh Mark, Inc.
- Golden State Foods
- Gourmet Ranch, LLC
- Greater Omaha Packing Co.
- Hormel Foods
- HRR Enterprises, INC
- Indiana Packers Corporation (IPC)
- IRP Meat & Seafood Co.
- JBS & Pilgrim's Sustainability
- Johnsonville
- Jones Dairy Farm
- JTM Food Group
- Kayem Foods, Incorporated
- Kenosha Beef International
- Land O'Frost
- Lopez-Dorada Foods
- Maple Leaf
- National Beef Packing
- Nueske's Applewood Smoked Meats
- Omaha Steaks International, Inc.
- OSI Group
- Perdue Premium Meat Co.
- Pineland Farms Natural Meats
- Rocky Mountain Natural Meats
- Salm Partners, LLC
- Seaboard Foods LLC
- Sierra Meat & Seafood Company
- Sigma
- Smithfield
- Sonoma County Meat Co.
- Strassburger Steaks
- SugarCreek
- SuKarne
- Superior Farms
- Swaggerty Sausage Company Inc.
- The Miniati Companies, Inc
- Thomas Foods International USA
- Triumph Foods
- Tyson Foods
- Wasatch Meats, Inc.
- Washington Beef
- WholeStone Farms Cooperative

## Appendix B: Meat Institute supplier members sponsoring

- Alden Group Renewable Energy
- Amcor
- APPI Energy
- Arm & Hammer
- Artemis Ag Solutions
- Biomerieux
- Birko
- Blucher (a Watts Brand)
- Bunzl
- ButcherBox
- Cat2
- Corbion
- Decon Seven
- eurofins
- MISA Foundation - Food Processing Suppliers Association
- Food Safety Net Services (FSNS)
- handtmann
- Hawkins
- Infor
- intralox
- Jarvis
- Mettler Toledo
- Multivac
- Pinion
- PRATT
- Provisur
- Reiser
- Sealed Air
- Wow Logistics

## Appendix C: Protein PACT partner organizations

- Animal Agriculture Alliance
- Beef Alliance
- Dairy Management Inc.
- Elanco
- IFEEDER
- Leather and Hide Council of America (LHCSA)
- National Corn Growers Association
- National Pork Board
- National Pork Producers Council
- North American Meat Institute
- United Soybean Board
- US Meat Export Federation
- US Roundtable for Sustainable Beef (USRSB)
- Zoetis

## Appendix D: Organizations endorsing the Protein PACT

- AFCO, a Zep, Inc. Company
- American Frozen Food Institute (AFFI)
- American Meat Science Association (AMSA)
- American Veal Association (AVA)
- Canadian Meat Council (CMC)
- Consumer Brands Association (CBA)
- Food Industry Association (FMI)
- Food Safety Net Services (FSNS)
- Foundation for Meat & Poultry Research & Education
- Inter-American Institute for Cooperation on Agriculture (IICA)
- Meat Industry Suppliers Alliance Foundation (MISA Foundation) and Food Processing Suppliers Association (FPSA)
- Multivac, USA
- National Association of State Departments of Agriculture (NASDA)
- National Council of Chain Restaurants (NCCR)
- National Institute for Animal Agriculture (NIAA)
- National Milk Producers Federation
- National Retail Federation (NRF)
- Trust in Food, a Farm Journal Initiative
- US Dairy Export Council
- Women's Meat Industry Network (WMIN)